

Adoption/Implementation Plan: Vermont Victim Assistance Academy

I. Adoption Plan

Performance Objectives

For staff:

Evaluate victim assistance educational needs in their job.

Know VVAA exists as a response to need.

Review VVAA characteristics (favorably).

Learn how to apply to VVAA.

Influential Factors

Personal:

Knowledge, awareness.

Outcome expectations.

Identification of contact person who attends VVAA.

Identification of program champion.

Strategies

Tailor program to staff needs.

Contact person recruits registrants.

Distribution of applications, brochures.

Presentations at meetings.

II. Adoption Decision by Advisory Group Members (Staff Buy-In)

Performance Objectives

For agencies/programs:

Decide to adopt.

Identify program champion.

For program champion:

Facilitate adoption.

Meet with in-house partners to assist adoption.

Influential Factors

Personal:

Outcome expectations.

Attitudes (positive evaluation of program characteristics).

Skill set to get personnel buy-in.

External:

Existence of supports.

Strategies

Regional presentations.

Discussion.

Problem analysis.

Social support.

Meeting to plan implementation.

Problem solving.

Newsletters.

Orientation meetings.

Time and workflow decisionmaking.

III. Implementation of New Practices, Heightened Awareness After VVAA Attendance

Performance Objectives

Plan to orient new or untrained members.

Talk about serving victims/survivors using skills learned from VVAA.

Document program shifts.

Influential Factors

External:

Time and workflow.

Documentation.

Program champion.

Staff buy-in.

Implementation of practices.

Strategies

Regional coordination.

Technical and social support.

Social reinforcement.

Role modeling.

Newsletters.

Resources.

Information.

IV. Institutionalization

Performance Objectives

For Advisory Group members:

Integrate VVAA practices into routines.

Use VVAA in orientation of new staff.

Write new practices into job descriptions.

Write continuous quality improvement plans.

Influential Factors

Personal:

Behavioral capability and skills to integrate new practices into routines.

Outcome expectations.

Social reinforcement.

External:

Routine discussion of practices in other meetings.

Documentation.

Strategies

Regional coordination.

Technical and social support.

Social reinforcement.

Role modeling.

Resources.

Information.